ONA aft
A Union of Nurses & Health Professionals

Affiliated with AFL-CIO

November 12, 2026

RE: FORMAL MASS GRIEVANCE – ARTICLE 15 VIOLATION / UNILATERAL IMPLEMENTATION OF INCENTIVE PAY

To OSU Medical Center Administration:

The Ohio Nurses Association (ONA) hereby files a formal grievance regarding The Ohio State University Medical Center's unilateral implementation of an incentive-pay proposal without the agreement of ONA, in direct violation of Article 15 of our collective bargaining agreement.

Article 15 explicitly states:

"The Hospitals may, with the agreement of ONA, implement incentives offered to nurses working voluntary extra hours."

WITH THE AGREEMENT OF ONA.

There is no ambiguity in this language. The Hospitals do not have unilateral authority to implement an incentive-pay program without ONA's agreement.

On November 12, 2026, OSU notified ONA bargaining unit members of its intent to implement a proposal previously rejected by 97%. This was not even the most recent proposal, which was rejected by 54% of voting members.

Management's actions demonstrate a blatant disregard for the collective bargaining agreement, the bargaining process, and the nurses whose labor sustains this institution.

ONA contends that this unilateral action violates Article 15 and constitutes an unlawful unilateral change under applicable labor law. ONA reserves all rights to pursue additional contractual and legal remedies.

3510 Snouffer Road, Columbus, Ohio 43235
www.ohnurses.org
614-969-3800

REMEDY DEMANDED

ONA demands that OSU:

1. Immediately cease and desist from unilaterally implementing incentive-pay terms without ONA's agreement.
2. Immediately implement ONA's incentive-pay proposal dated November 12, 2026, as the requested resolution of this grievance, with ONA's agreement.
3. Make every affected bargaining unit nurse whole for all lost wages, incentive opportunities, benefits, and other damages resulting from management's actions, including applicable interest.
4. Provide a written acknowledgment of its contractual violations and a formal apology to the nurses whose rights and professional contributions have been disregarded.
5. Remove from authority over nursing labor relations and staffing decisions those executives responsible for these actions, including through their resignation.
6. Provide all other relief necessary to fully remedy the violations and prevent their recurrence.

OSU's nursing leaders have an obligation to defend safe patient care, uphold professional standards, and honor the contractual rights of nurses. Instead, they have stood by while hospital executives have undermined those very obligations.

Our message to those responsible is simple: Make our nurses whole. Apologize for the damage you've done. Resign, and get the hell out of the way.

ONA demands immediate resolution of this grievance and reserves the right to amend or supplement it as additional violations and damages are identified.

Rick Lucas, BSN, RN, CCRN
ONA President

Alex Watts, BSN, RN, PCCN
OSUNO President